

**City of Greensboro**  
**FY 2021-2022 Fire Sworn Salary Structure**  
**Effective December 1, 2021 through November 30, 2022**

Range						Green Zone Min	The 'Green Zone'										Green Zone Max	Range			
Grade	Rank Level	Min				Min	Control Point										Max	Max			
F09	Fire Chief	111,620	Subject to City's Merit Guidelines			133,943	Subject to City's Merit Guidelines										163,709	Subject to City's Merit Guidelines		186,033	
F08	Deputy Fire Chief	92,990				111,587											123,986			136,385	154,983
F07	Assistant Fire Chief; Fire Marshal	77,504				93,005											103,339			113,673	129,174
F06	Battalion Chief; Deputy Fire Marshal	64,587				77,504											86,116			94,728	107,645
		75%	79%	83%	87%	90%	92%	94%	96%	98%	100%	102%	104%	106%	108%	110%	125%				
Range Steps																					
		1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	Max				
F05	Fire Captain; Asst Fire Marshal					66,202	67,673	69,145	70,616	72,087	73,558	75,029	76,500	77,971	79,443	80,914	Subject to City's Merit Guidelines		91,948		
F04	Fire Lieutenant; Sr Fire Inspector					55,202	56,428	57,655	58,882	60,108	61,335	62,562	63,788	65,015	66,242	67,469			76,669		
F03	Fire Engineer					48,015	49,082	50,149	51,216	52,283	53,350	54,417	55,484	56,551	57,618	58,685			66,688		
F02	Fire Fighter Sr					44,142	45,123	46,104	47,085	48,066	49,047	50,028	51,009	51,990	52,971	53,952			61,309		
F01	Fire Fighter										39,609	40,401	41,193	41,986				41,986			

	Step Rates by Percent Increase											Avg
F05		2.22%	2.17%	2.13%	2.08%	2.04%	2.00%	1.96%	1.92%	1.89%	1.85%	2.19%
F04		2.22%	2.17%	2.13%	2.08%	2.04%	2.00%	1.96%	1.92%	1.89%	1.85%	2.19%
F03		2.22%	2.17%	2.13%	2.08%	2.04%	2.00%	1.96%	1.92%	1.89%	1.85%	2.19%
F02		2.22%	2.17%	2.13%	2.08%	2.04%	2.00%	1.96%	1.92%	1.89%	1.85%	2.19%
F01						2.04%	2.00%	1.96%	1.92%			1.98%

**Administrative Guidelines**

- A. Frequency of step increases for Fire Fighter (F01) is twice a year up to step 13, then frozen on Step 13.
- B. Frequency of step increases for Fire Fighter Sr (F02) is twice a year up to Step 10; thereafter, all step increases are on an annual basis for those on Step 10 and above.
- C. Frequency of step increases for all other nonexempt ranks (F03 through F05) is on an annual basis.
- D. An eligible employee may not move more than one step at a time.
- E. Normal promotional increase from Fire Fighter to Fire Fighter Sr. should be to the step that is the closest to a 5% increase of current salary.
- F. Normal promotional increase from Fire Fighter Sr to Fire Engineer should be to the step that is the closest to a 5% increase of current salary.
- G. Normal promotional increase from Fire Lieutenant to Fire Captain should be to the step that is the closest to a 10% increase of current salary.
- H. Normal promotional increase from Fire Fighter Sr. to Fire Lieutenant, or from Fire Engineer to Fire Lieutenant, should be to the step that is the closest to a 10% increase of current salary.
- I. Normal promotional increases to the grades of F04 through F09 will be to the Green Zone Minimum (Step 5), if the promotional increase directed by the preceding rules does not bring the new salary to the Green Zone Minimum.
- J. Normal promotional increase from Fire Captain (F05) to exempt ranks of Battalion Chief (F06) and above will be calculated as a percent of the control point of the exempt position to which the employee is being promoted, and shall not exceed the Control Point. Promotional salary offers above the Control Point require advance review/approval by Human Resources.
- K. Employees below Step 15 in the step system are ineligible for merit increases or lump sum merit awards in the City's annual Merit Award Program; employees at or above Step 15 are normally subject to the annual merit award eligibility guidelines.
- L. Employees in the step system are ineligible for step progressions or merit awards if they do not demonstrate satisfactory job performance in annual reviews.
- M. As an at-will employee, there is no guarantee of salary increases. All increases are subject to change at any time at the sole discretion of the City Manager and/or City Council, or as City compensation policies, programs, or practices are introduced, amended, or eliminated.
- N. The initial step progression for all new recruits, following graduation, will be timed to coincide with the internal step processing cycle (e.g. normally July/December) without retroactivity or proration.
- O. All step progressions are frozen if the City's Merit Award Program is not approved by City Council for that fiscal year.
- P. All employees must be paid at least the range minimums of their assigned rank within the salary structure.